

Equity and Antiracism Planning Council Flow

Date: January 28, 2025
Time: 2:10-4:00 P.M.

Location:
<https://smccd.zoom.us/j/81497788148?from=addon>
 and Building 9 Room 154

Item	Presenter	Time (mins)
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1. Welcome to this Space

We acknowledge that Cañada College is situated on the traditional unceded land of the Ramaytush (Rah-my-toosh) Ohlone (Oh-LOW-nee) peoples, and we respect our past elders and honor the present community. Long before Cañada College existed, this area was home to the Ramaytush Ohlone peoples, who still have a presence in the Bay Area today.

We have a responsibility to acknowledge that we as a Cañada community have benefited from the use and occupation of this land and that the tragic legacy of colonization, genocide, capitalism, racism, and oppression still impacts people today.

We also recognize the labor upon which this educational institution, state, and country is built.

We acknowledge the peoples of African ancestry who were enslaved and forcibly brought to this land, and whose forced labor played a major role in the formation of this country. We are indebted to their uncompensated labor and their unwilling sacrifice over hundreds of years—which continues to impact generations today. We honor the legacy of the African diaspora and the continued contribution of their survivors.

2

We acknowledge the contributions of all immigrant labor, forced labor, and undocumented people who contributed, and continue to contribute, to the building and feeding of this land. We acknowledge their immeasurable sacrifices and work that allow us to gather in this space today.

Let us not forget. Let us honor and engage with the people who have stewarded and labored on this land for generations, and let us honor these truths—by taking responsibility as a college community to continually educate ourselves about these realities, to affirm our commitment to justice through continual action, and to protect and sustain this land.

EAPC MISSION: The mission of the Equity and Antiracism Planning Council is to disrupt and dismantle systemic racism and White supremacy for our Cañada College community in pursuit of equity, antiracism, justice and liberation.

[Community Agreements for Respectful Dialogue](#)

Accessibility and Processing: EAPC provides Sticky Notes for unpacking or "parking lot items" that may not fall directly under EAPC as well as Fidget Aids for in-person meetings, a special thanks to the Vending Commission for providing \$40 for additional fidgets. EAPC further commits to accessibility by providing a live transcript during the meeting.

Michiko

Time Keeper

There are so many important things to discuss together. Who is willing to help us keep time?

[Check out this video link on how to do timekeeper easily on Zoom!](#)

Michiko

1

2. What Have We Done?

a. What we covered in EAPC on 11/26/24

Kiran

1

[Found on the EAPC website here.](#)

[Review and approve as EAPC.](#)

3. Who's Here?

Michiko

1

Appointed voting members:

Classified - Gonzalo Arrizon

Faculty at Large - Kassie Alexander

Administrator - Wissem Bennani

PRIE - Karen Engel

Classified - Zorie Gomez

Faculty at Large - Eddy Harris

Tri-Chair + Administrator - Michiko Kealoha

Classified - Alyssa Lucchini

Guests:

Tri-Chair + Faculty - Kiran Malavade

Tri-Chair + Classified Staff - Krystal Martinez

Student - Mia Berta

Classified - VACANT - Reached out to Classified Senate

Faculty - Counseling - Chris Rico

Student - Max Espinoza

Faculty - ESL - Rebekah Taveau

Faculty - English/Math - Yolanda Valenzuela

4. What are we doing?

a. EAPC Flow for Today

Review what is on the agenda for today.

Kiran

1

-SEAP Metric Check in

-Update regarding Training

-Updates on Scholarship Fund

-ISER Discussion

a. EAPC Community Building

All

10

This community building time has been intentionally created to provide areas for us to build understanding, connection, and learning with one another.

Gather in groups of 3-4 people.

10 minutes for the activity is about 2-3 minutes to share per person.

Michiko

A new year means a new beginning to many cultures. There are many new year celebrations celebrated at different times throughout the year, depending on your practice or culture. How do you celebrate the new year? What are specific traditions you still practice and/or cherish?

6. Reports and Announcements

a. EAPC Related Announcements	<i>Kiran</i>	10
<p>This is a time to share upcoming equity and antiracism events, activities, and open learning opportunities that are coming up before the next EAPC. Please put your announcements in the Zoom chat or on a provided sticky note in-person.</p> <p>- Reminder that all EAPC member's terms are for 2 years. Everyone interested in applying for an EAPC position for the Fall 2025-Spring 2028 term, please connect with your Academic Senate, Classified Senate, Student Senate, or Cabinet. Advertisements for these positions will begin February 2025 and are open to all.</p> <p>- Michiko: Cañada alumnae, UCLA grad, Commencement Speaker, and inaugural AANHPI Grad Speaker Aimee Kanadjian shared this quote with me in case others find energy in it after a hard week for our students and communities: "I cannot tell you that the tumult will relent, because it will not. But I can tell you that, here, on the edge of everything, we are each other's best hope. As organizers, we are builders in an era of collapse. Our work is set against all probability—and it is in that space of cherished improbability where our art will be made." <i>Let This Radicalize You: Organizing and the Revolution of Reciprocal Care by community organizers and activists Kelly Hayes and Mariame Kaba</i></p>		
b. SEAP Allowable Spending	<i>Michiko</i>	2
<p>At the November EAPC Meeting, after the SEAP Budget Presentation, EAPC and community members wondered what qualifies as allowable spending for SEAP dollars. Linked here is the public information for allowable SEAP spending.</p> <p>Highlights of non-allowable expenditures: gifts, stipends for students, political contributions, courses (pay for delivery of courses), and supplanting (if you already have money from a general fund or state fund, we cannot use SEAP dollars to fully fund that program).</p>		

7. Learning More + Group Discussion

a. EAPC and Proposal to Start a New Cañada Ramaytush Ohlone Scholarship	<i>Michiko & Chris</i>	10
<p>In our last EAPC Meeting, Member Chris Rico suggested that to be in alignment with our new Land and Labor Acknowledgement, we as an EAPC should encourage the start of a new Cañada Ramaytush Ohlone Student Scholarship.</p> <p>If we would like to do this, we need to complete the SMCCCD Foundation's Form, and raise a minimum of \$4,500. How would we like to proceed?</p>		
b. ISER and EAPC Dialogue and Feedback	<i>Michiko & Kiran</i>	25
<p>As an EAPC, we will review selected areas of the Cañada Institutional Self-Evaluation Report (ISER). We as an EAPC will:</p> <ol style="list-style-type: none"> 1.) get into four small groups 2.) review one selection of the ISER that is in our wheelhouse (1.1, 2.2, 3.2, 4.3) 3.) take notes on the linked document(s) to add our EAPC lens to the college self-evaluation report <p>Breakout Groups:</p> <p>- 1.1: The institution has established a clearly defined mission that appropriately reflects its character, values, structure, and unique student demographics. The institution's mission articulates its commitment to ensuring equitable educational opportunities and outcomes for all students.</p> <p>- 2.2: The institution, relying on faculty and other appropriate stakeholders, designs and delivers academic programs that reflect relevant discipline and industry standards and support equitable attainment of learning outcomes and achievement of educational goals.</p> <p>3.2: The institution supports its employees with professional learning opportunities aligned with the mission and institutional goals. These opportunities are regularly evaluated for overall effectiveness in promoting equitable student success and in meeting institutional and employee needs.</p> <p>- 4.3 - The institution's decision-making structures are used consistently and effectively. Institutional decision-making practices support a climate of collaboration and innovation that advances the mission and prioritizes equitable student outcomes.</p>		
c. Student Equity and Achievement Program Plan Actions Review and Future Plan Design	<i>Kiran & Michiko</i>	30
<p>EAPC reviews current SEAP plan actions to provide input for upcoming plan design: members and guests should choose 1 metric that connects to their work on campus and meet as a small group to review the current plan action and provide input for the next plan. Specifically, please discuss:</p> <ol style="list-style-type: none"> 1) What do you think about these actions--how useful do you think they will be in meeting the goal? 2) What questions do you have about these actions (for when leaders come to present)? 3) What new action items do you propose to meet the goal? <p>https://docs.google.com/document/d/19p4zuMJJEH1T0y24NaMKWYQ6QwDB73gJXo4POjunE/edit?tab=t.0</p>		
<i>ALL</i>		

8. Old Business

a. EAPC Culturally Responsive Mental Health Training	<i>EAPC Training Inquiry Group</i>	7
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The San Mateo County Mental Health Training has been approved for Flex Day, April 17. Thank you to EAPC Member Zorie Gomez for organizing and for Professional Development Planning Committee's support!

As an EAPC at the November business meeting, we reviewed this training and unanimously recommended that we host this training on campus and open to all.

- WHAT - FREE trauma informed training! Covers mental health signs and symptoms; suicide awareness; and self-care all through an equity lens with cultural considerations
- WHEN - Takes 6.5 hours in person and additional 2 hours on your own asynchronous virtual
- WHERE - County trainers will come to us on campus

We noted in December that we would come back to discuss and vote on who EAPC would like to formally invite to this training.

Vote: As an EAPC, we would like to send a special EAPC invitation to attend the San Mateo County Health Department for a Mental Health and First Aid Trauma Informed Training on April 17th to: all EAPC members, the Library Team, the Public Safety Team, Cabinet, the Veterans Center Team, the Welcome Center Team, the Disability Resource Center Team, and Building Captains.

b. Updates and Consideration of Including the School Resource Officer Training as a Recommended Training

EAPC Training Inquiry
Group

12

At the November EAPC meeting, members learned about a training that is offered that specifically supports law enforcement officers who have transitioned from traditional law enforcement to working as a school resource officer at a school.

In the effort to achieve "EMP Goal 2.7: Provide comprehensive on-boarding for all new employees," and EMP Goal, "2.8 Provide regular professional development that includes implicit bias and antiracism training every 2 years" and in hearing from Public Safety at the September EAPC meeting, as well as reviewing the feedback from the Classified, Faculty, and Administrative training sessions, would we like to explore what additional intentional training can look like. In connecting with President Lopez and Captain Wendt throughout Fall 2024, there is more exploration on what this could look like and how it could be implemented with the Public Safety team. Within the Spring 2025 semester, the district Public Safety team is doing a team training on immigration with Vice Chancellor McVean.

In the research that has taken place since the last October EAPC meeting, and in hearing from the Black Student Union student leaders at the January Flex Day opening session, one training that is currently offered in the state is the "California Post Course Catalog: School Resource Officer Training." This is a special course offered to any public safety officer at a school site that specifically covers what best practices are needed to transition from working in traditional law enforcement to working at a school site. This covers how to build successful relationships between Public Safety Officers and a diverse student population, students with disabilities, digital safety, mental health, de-escalation, and equitable response. This is an 8 hour course in San Francisco and the state pays for any sworn in officers.

EAPC learned in the November business meeting that because Public Safety is under the district, the district has a professional development funding source that this opportunity could fall under.

Captain Wendt provided further details: The School Resource Officer Training listed above is a law enforcement training that deals primarily with youth and support services away from campus. This course does have a team building aspect to it, but this is a small portion of this course. Although there are sessions where this course is taught our district is not a member of the California POST program. Tuition reimbursement will not be available through POST and participation may be limited as our department is not a sworn law enforcement, POST certified, entity. Parts of this training may be useful, but there are better courses available. POST does offer a Campus Law Enforcement course that is required for any sworn officer working in California with in a designated timeframe after they are employed on a campus. As previous, this is a POST course with no reimbursement and limited access because of its POST status.

All of our officers are required to attend and have attended the mandated 24 hour SB390 Campus Security training. Here is the required syllabus:

School Security Guard Training Syllabus

Printer-Friendly Version

State law requires security guards in K-12 school districts or California community college districts to complete a course of training developed by BSIS in consultation with the Commission on Peace Officer Standards and Training (Business and Professions Code section 7583.45 and Education Code sections 38001.5 and 72330.5).

The following syllabus outlines the new course of training.

TOPICAL OUTLINE

- 1.0 Role and Responsibility of School Security Officer (4 hours)
 - 2.0 Laws and Liability (8 hours)
 - 3.0 Security Awareness in the Educational Environment (3 hours)
 - 4.0 Mediation/Conflict Resolution (4 hours)
 - 5.0 Disasters and Emergencies (1 hour)
 - 6.0 Dynamics of Student Behavior (3 hours)
 - 7.0 Examination (1 hours)
- Total Hours – 24

The district is also in the process of updating its access and training titles for Keenan Training. Once this is complete I will be assigning various training modules for our officers and myself. These trainings should be available to everyone once setup so feel free to experience them as well. I can keep EAPC updated on this development.

Vote: Although all trainings outside of those federally/state mandated are optional, EAPC would like to make a recommendation that all officers are made aware of the School Resource Officer training and all relevant professional development funds to access training within the Spring 2026 semester, and EAPC highly encourage Cañada officers consider this course as a training.

9. Future Agenda Items

What are items we'd like to address at the next meeting?